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14
15 **UNITED STATES DISTRICT COURT**
FOR THE NORTHERN DISTRICT OF CALIFORNIA
16 **SAN FRANCISCO DIVISION**

17 AMERICAN FEDERATION OF
18 GOVERNMENT EMPLOYEES, *et al.*

19 Plaintiffs,

20 v.

21 UNITED STATES OFFICE OF PERSONNEL
22 MANAGEMENT, *et al.*,

23 Defendants.

Case No. 3:25-cv-1780-WHA

**DECLARATION OF
REESHA TRZNADEL REGARDING
COMPLIANCE WITH ORDER OF
SEPTEMBER 12, 2025**

1 I, Reesha Trznadel, hereby declare:

2 1. I am the Acting Chief Human Capital Officer of the Department of Energy
3 ("DOE"), headquartered in Washington, D.C. I make this Declaration based on my own personal
4 knowledge, on information contained in the records of DOE, or on information provided to me
5 by DOE employees.

6 2. I have served in this position since February 28, 2025. In my Acting role at DOE,
7 I oversee those responsible for personnel management. I oversee those responsible for tracking
8 and recording personnel actions, including terminations. I assist in ensuring that all personnel
9 actions comply with federal law, including those related to probationary employees.

10 3. I have received and read this Court's "ORDER ON CROSS-MOTIONS FOR
11 SUMMARY JUDGMENT" entered September 12, 2025, ECF No. 261.

12 4. In accordance with that Order, between November 4, 2025 and November 14,
13 2025, human resources staff for all DOE Departmental elements distributed a written notice to
14 their current or former probationary employees who received a variation of the Office of
15 Personnel Management template termination notice on February 13 or 14, 2025, with the
16 exception of three employees who were later terminated for unrelated individualized
17 performance or conduct reasons. These written notices were directed to the employee
18 individually and were transmitted via electronic mail or, if an electronic mail address for the
19 employee was not available, via United States mail. An example of the written notice is attached
20 to this declaration as Exhibit A.

21 5. As mentioned, the written notice was not distributed to three DOE probationary
22 employees who were terminated for individualized performance or conduct reasons unrelated to
23 the mass termination notices sent on February 13 or 14, 2025. These employees are identified in
24 a separate version of my declaration that will be filed under seal.

25 6. Except for the three employees identified in Paragraph 5, to the best of my
26 knowledge, the official personnel files for each of the DOE probationary employees who
27
28

1 received the mass termination notices sent on February 13 or 14, 2025, do not reflect a
2 termination that was performance or conduct based.

3 7. I confirm that, to the best of my knowledge, DOE has not terminated any
4 probationary employees who received the mass termination notices sent on February 13 or 14,
5 2025 in a manner that made the employee's termination date retroactive.

6 I certify under penalty of perjury under the laws of the United States of America that the
7 foregoing is true and correct.

8 Executed this 18th day of November, 2025.
9

10 REESHA
11 TRZNADEL

Digitally signed by
REESHA
TRZNADEL
Date: 2025.11.18
17:07:47 -05'00'

12
13 REESHA TRZNADEL
14 ACTING CHIEF HUMAN CAPITAL OFFICER
US DEPARTMENT OF ENERGY
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From: [Boyle, Christopher](#)
To: [REDACTED]
Subject: Court Ordered Communication
Date: Wednesday, November 5, 2025 12:24:00 PM
Attachments: [image001.png](#)
[REDACTED].pdf

Dear [REDACTED],

Please see the attached letter being provided to you in accordance with the American Federation of Government Employees v. U.S. Office of Personnel Management, No. 3:25-cv-1780 WHA (N.D. Cal.) court case.

Regards,



U.S. DEPARTMENT
of **ENERGY**

[Learn more on HCnet](#)
[Contact the HR Hotline](#)

Chris Boyle
Chief Operating Officer

Office of the Chief Human
Capital Officer

OFFICE 240.252.8536



Department of Energy

Washington, DC 20585

November 4, 2025

[REDACTED]

[REDACTED]

Dear [REDACTED]

This corrective notice is provided to you pursuant to an order issued on September 12, 2025, by the United States District Court for the Northern District of California in the case *American Federation of Government Employees v. U.S. Office of Personnel Management*, No. 3:25-cv-1780-WHA (N.D. Cal.).

As required by Paragraph 5 of the district court's order, the Department of Energy (DOE) informs you that you were not terminated on the basis of your personal performance.

As required by Paragraph 3 of that order, DOE has updated your personnel file to reflect that you were not terminated for performance or conduct based reasons.

Sincerely,

A handwritten signature in black ink, appearing to read "Reesha Trznadel", is positioned above the printed name.

Reesha Trznadel
Chief Human Capital Officer
Office of the Chief Human Capital Officer